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PROBLEMS IN FINDING JOBS FOR MIGRANT YOUTH.

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THE PURPOSE OF THIS STUDY WAS TO DETERMINE THE OUTCOME OF RURAL IN-MIGRANT YOUTH SEARCHING FOR JOBS IN ST. LOUIS, MISSOURI. THE DATA CAME FROM TWO RANDOMIZED SAMPLES OF RURAL YOUTH (TOTALING 4046) MIGRATING TO ST. LOUIS FROM 50 MILES OR MORE OUTSIDE THE CITY. THESE RURAL YOUTH ARE CHARACTERIZED AS FOLLOWS--(1) TWO-THIRDS HAD FINISHED HIGH SCHOOL, WITH ONLY 10 PERCENT ACHIEVING A HIGHER LEVEL, (2) 60 PERCENT WERE MALES, AND (3) IN INTERVIEWS ALMOST HALF STATED THEY WERE SEEKING JOBS IN THE CLERICAL, SALES, AND SERVICE AREAS, WHILE MORE THAN TWO-FIFTHS ASPIRED TO MANUAL LABOR TYPE JOBS. LESS THAN TWENTY-FIVE PERCENT OF THE APPLICANTS AT THE EMPLOYMENT SERVICE RECEIVED JOB REFERRALS, WHICH PROMPTED A STATISTICAL ANALYSIS OF THE DATA TO DETERMINE THE REASONS FOR THIS POOR RECORD. THE VARIABLES UTILIZED WERE--SEX, JOB CLASSIFICATIONS, EDUCATION, TIME IN THE CITY, DISTANCE TRAVELED, STATED INTEREST, AND COURSE TAKEN IN HIGH SCHOOL. CONCLUSIONS REACHED FROM THE STATISTICAL ANALYSIS INCLUDE--(1) MALES ARE LIKELY TO REMAIN IN THE CITY LONGER THAN FEMALES SEEKING JOBS, (2) MALES ARE MORE LIKELY THAN FEMALES TO FIND JOBS OPEN TO THEM, AND (3) OLDER YOUTH ARE LIKELY TO BE MORE ADVANCED IN SCHOOL, AND THUS HAVE BETTER TRAINING, SPEND MORE TIME IN THE CITY, MIGRATE FARTHER, AND HAVE WIDER JOB INTERESTS. IMPLICATIONS FROM THE STUDY INDICATE THAT THESE YOUTH NEED BETTER GUIDANCE AND COUNSELING, WHICH SHOULD BE PROVIDED BY THEIR HIGH SCHOOLS. (ES)

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by

D. E. Lindstrom[1/]

INTRODUCTION

Many rural youth go to cities each year to find jobs. What happens when they arrive in the cities is not clear. Some do get jobs, but little is heard from the majority.

In an effort to find out more about what did happen to migrants going to St. Louis, Missouri, to look for jobs from 50 miles and more outside the city, data were secured from a study made in connection with The Youth Demonstration Project by the Division of Employment Security, Department of Labor and Industrial Relations, State of Missouri. These data were taken from two sources: (1) the first made in 1963 of 16,928[2/] in-migrants and (2) a more-selective study of data on 1,077 in-migrants. The first source of data (1) provides a general picture of what happened in connection with efforts to place the youth; the second (2) provides additional and more-detailed data on the in-migrant youth.

The data from the present study covered only the youth migrating to St. Louis from 50 miles or more outside the city. These included records on all 3,558 youth from the random sample of 16,928 used for the first part of the study, and 488 records from the data on the second part. These were youth living 50 miles or more outside the city taken from the 1,077 in-migrants included in the Demonstration Project[3/].

PART I RESULTS

Age. In the sample there were about the same percentages for each of four age groups--18, 19, 20, and 21 years of age (see Table 1)--with only 9 percent 16 and 17. That the non-metropolitan sample was comparable with the total project sample is also shown in Table 1, thus indicating that the non-metropolitan[3/] sample compared favorably with the total sample in ages of the youth.

1/ Professor of Rural Sociology, Departments of Agricultural Economics and Sociology, University of Illinois. Acknowledgment and thanks are due J. R. Signer, Chief, Research and Analysis, Division of Employment Security, State of Missouri, and his staff, especially H. E. Linzee and Marie Maxwell, for making available original data from their studies in connection with their Youth Demonstration Project for use in this analysis. Statistical programming was done for the study by Mrs. R. D. Dhindsa and Stanley Tucker, Graduate Assistants in the Department of Agricultural Economics, assigned to Rural Sociology Research.

2/ "A sample of youth application cards were randomly selected at the end of each month, during January to June, 1963. The sample was made from applications being transferred to the inactive file, that is, there had been at least 60 days since the youth's last contact with the office." Personal correspondence with H. E. Linzee.

3/ That is, those 50 miles and farther out from St. Louis.

Table 1. Age in Years in Number and Percent of Migrants Seeking Jobs in St. Louis, Missouri[a/]

Age	Total sample	Non-metropolitan sample percent
	N = 16,928[b/]	N = 3,558
16	1	2
17	7	6
18	22	23
19	26	23
20	24	23
21	20	22

a/ Coming from 50 miles or more outside the city.
b/ Used in the Youth Demonstration Project: 24 percent of all applicants for the months of January, February, March, April, May, and June, 1963.

Job identification. When these youth came into the employment office,[1/] they were asked to fill out application forms. In making out these forms, only 29 percent of the 3,558 youth reported they had had experience in a job (Table 2); the majority reported experience in the clerical and sales, semiskilled, and unskilled areas (a total of 81 percent). The "inexperienced"[2/] (87 percent) were classified largely in the clerical and sales, semiskilled, and unskilled areas. Over one-fourth were without a skill. It is quite probable that the inexperienced type of youth are among the most numerous who are likely not to be placed in jobs when they migrate.

Table 2. Job Classification[a/] *of Migrants to St. Louis, Missouri, Seeking Jobs, 1963*

	All (N = 3,558)		Experienced (N = 1,043)		Inexperienced (N = 2,506)	
	No.	Percent	No.	Percent	No.	Percent
Professional and technical	63	2	10	1	53	2
Clerical and sales	1,037	29	361	35	676	27
Service	475	13	276	26	199	8
Agriculture, forestry, and fishing	18	1	18	2	0	..
Skilled	240	7	62	6	178	7
Semiskilled	1,067	30	316	30	751	30
Unskilled	649	18	0	..	649	26
No data	9	Less than 1	..	..	..	..

a/ This is the primary occupation based on a two-digit classification system: the first digit indicating primary occupation; the second, whether experienced or inexperienced, as shown in the application forms.

1/ All youth seeking jobs did not come to the employment office; this study is therefore limited to those who did.
2/ See footnote a, Table 2.

Distance traveled. Only 13 percent of these youth traveled less than 100 miles to make an application for a job; on the other hand, 35 percent traveled 300 miles or more. So the majority (62 percent) came from distances ranging from 100 to 300 miles (Table 3).

The fact that so many (87 percent) traveled 100 miles or more to apply for jobs in St. Louis can mean that they were anxious to get a job, as doubtless none could be found in the home community. But this assumption would have to be checked, since so many (Table 3) failed to return to the office for consultation or assignment.

Table 3. Distance Traveled by Migrants Seeking Jobs in St. Louis, Missouri, 1963

Distance in miles	Number (N = 3,558)	Percent
50 to 99	476	13
100 to 199	1,024	29
200 to 299	815	23
300 and more	1,243	35

Grade attained in school. Only 9 percent had gone beyond high school in their pursuit of education; almost a third had not finished the 12th grade (Table 4). This situation probably influenced success in securing a job, for other studies have shown that most (including those having finished high school and no more) had little training in the high school they attended that would fit them for the kinds of jobs they reported they could handle.1/2/

Table 4. Educational (Grade) Attainment,a/ in Number and Percent, of Migrants Seeking Jobs in St. Louis, Missouri, Coming From 50 Miles or More Outside the City

Number of years of formal schooling	Number (N = 3,558)	Percent
Under eight	102	3
Eight	291	8
Nine	265	7
Ten	478	13
Eleven	400	11
Twelve	1,718	49
Thirteen	175	5
Fourteen	86	2
Fifteen	20	1
Sixteen and over	23	1

a/ Shown at time of application. (See footnote 1, Table 2.)

1/ Most rural high schools are oriented to academic or college-prepatory programs.
2/ See D. E. Lindstrom, Factors Affecting Post-High School Education of Rural Youth in Illinois, AES, Univ. of Ill. Coll. of Agr., Dept. of Agr. Econ., in MS to be published as a Station Bulletin, 1967.

As to the migrants under study, only 30 percent took major course work in vocational, commercial, or "other" fields. The majority reported they took a general course; another 13 percent listed academic course work. About two-thirds of the youth had taken only general and academic courses, or what amounted to college-preparatory work. Yet, as shown in Table 2, only 2 percent sought jobs in the professional and technical areas; 81 percent sought jobs in the semiskilled and other jobs lower than in the professional and technical areas. Few sought jobs in the agriculture-related fields (1 percent), yet 12 percent had high school courses in these fields; 42 percent reported they hoped to get jobs in the clerical, sales, and service areas; yet only 18 percent had had high school courses in these fields.

Table 5. Type of Major School Course Reported by Migrants Seeking Jobs in St. Louis, Missouri, 1963

Type of course	Number (N = 3,558)	Percent
General[a/]	1,756	49
Commercial[b/]	620	17
Academic[c/]	449	13
Vocational[d/]	439	12
Others[e/]	48	1
No data	246	7

a/ A variety of courses checked and no concentration in any one class.
b/ Courses taken included shorthand, typing, or bookkeeping.
c/ Courses taken included algebra, geometry, trigonometry, physics, chemistry, and biology.
d/ Courses taken included some home economics, agriculture, mechanical drawing, or shop courses.
e/ Courses included secretarial or business school work, or some college courses, such as business administration, law, etc.

Sex, marital status, and number of children in the family. The youth in the sample were mostly males (Table 6). This does not follow the usual pattern of migration from rural areas. Usually, more females than males seek to migrate. Because migrants from these dominantly non-metropolitan areas include both farm and nonfarm, and because most males seeking jobs cannot find them in the home community, these job-seeking migrants were preponderantly males.

Almost three-fourths of the migrants were single; but it is worth noting that 27 percent were or had been married. Of these, 55 percent had 1 or more children; 41 percent had only 1 child (Table 6). What effect marriage had on success in getting a job was not determined. Doubtless, marriage served to enhance the desire to get a job, especially if there were children in the family. Obviously, such families would be faced not only with the need to secure a job as soon as possible, but also the need to find a suitable home for the family.

Geographic distribution and classification of migrants. Most of the migrants (48 percent) came from the state of Missouri; 28 percent came from the nearby states of Arkansas, Illinois, Mississippi, and Tennessee; the balance (14 percent) came

from other states. The areas of most of these states from which the migrants came are largely out-migration areas in which employment opportunities are at a low ebb, also in which facilities for education and training are below those found in urban areas.[1/]

Table 6. Sex, Marital Status, and Number of Children in the Family of Migrants Seeking Jobs in St. Louis, Missouri, 1963

Sex	Number (N = 3,558)	Percent
Male	2,125	60
Female	1,421	40
No data	12	Under 1
Marital status		
Single	2,477	70
Married	969	27
Separated	60	2
Divorced	38	1
Widowed	3	Under 1
No data	11	Under 1
Number of children	**Number (N = 969)**	**Percent**
No children	436	45
One child	399	41
Two children	115	12
Three or more children	19	2

Tests given and the stated interest of in-migrants. One of the difficulties in getting information of a character to aid in job placement was the lack of the kind of data revealed by aptitude and other tests. There was a tendency to de-emphasize tests in the project, since the employment-service testing facilities were already overcrowded. "State employment offices and school systems were encouraged to test their own youth prior to departure for St. Louis." All migrants were tested; however, "whenever proficiency or aptitude was a job referral consideration, our practice in this matter was based on the discovery that many of these youth had been tested under the Missouri State Employment Service Cooperative School Program and their test scores could be obtained from their U.S.E.S. office, and the fact was that many of the youths tested during the early period of the project could not be located within a week or two after their initial registration."[2/]

1/ See R. G. Klietsch, *et al.*, "Social Response to Population Change and Migration," Special Report No. 40, AES, Iowa State University, Ames, Sept., 1964. Figure 1 in this study shows that for areas 50 miles or further from St. Louis in Missouri and Illinois, with few exceptions, counties are called out-low-low counties (high net out-migration, low farm-operator level of living, and low industrial development) or out-high-low (the "high" referring to high farm-operator level of living, which is usually accompanied by increasing size of farms and thus by decreasing farm-employment opportunities), p. 6-7.

2/ H. E. Linzee, *op. cit.*, personal correspondence.

Table 7. Distribution in Various States and Classification of Migrants Seeking to Find Jobs in St. Louis, Missouri, 1963

States	Number (N = 3,558)	Percent
Missouri	1,713	48
Arkansas	340	10
Illinois	318	9
Mississippi	202	6
Tennessee	142	4
Other	770	22
No data	33	1
Classification		
In-migrant	3,321	93
No data	183	5
Others[a/]	54	2

a/ Juvenile court, post-high school, secondary schools and terminal education, part-time summer work, vocational school, dropouts, and settlement houses. These were areas of concern to the Project unit areas and related to the Youth Program in the greater St. Louis metropolitan area.

It is not surprising, therefore, that there were no test results available for 83 percent of the applicants (see Table 8). Only 17 percent had the advantage of being able to produce, or have produced for them, the kind of counseling data that would help in intelligent job placement.

Table 8. Tests Given and Stated Interests[a/] of Migrants Seeking Jobs in St. Louis, Missouri, 1963

Type of test given	Number (N = 3,558)	Percent
Professional	405	11
GATB	136	4
Special aptitude and other	58	2
None (including no data)	2,959	83
Stated interest		
Professional, technical, managerial	282	8
Clerical and sales	956	29
Service work	406	11
Mechanical work[b/]	311	9
Manual work	1,483	42
No data	120	3

a/ Based on Occupational Code: preferred work area or kind of work desired.

b/ Including agricultural, marine, or forestry work.

The youth were asked to state their interest in the type of job desired. Surprisingly, 8 percent sought jobs in the highest ranks;[1] on the other hand, 42 percent would take jobs requiring manual work. Almost half, however, felt they would be interested in a clerical, sales, or service job--or in one involving mechanical work; 40 percent were interested in clerical or sales and service work. The probabilities are that the majority of job placements were in the lower-ranking job areas and that those finding jobs were those most-advanced or best-qualified in the clerical, sales, or service work areas in which jobs are increasing most rapidly.

Length of time in city, number of interviews, and times called in. It is surprising that so few youth coming in for interviews were placed. Most of them (54 percent) stayed in St. Louis less than 6 months; 25 percent stayed 1 or more years (Table 9). Since "most of the applicants were from out-state Missouri or nearby Illinois, a high percentage were staying with relatives or friends. They used this address during their 1- to 2-week stay, then returned home without notifying the postman. Our letters and cards were usually returned--'moved, no forwarding address'."[2] It would seem many could have taken the time to go through the process of being placed. Why they did not take this time can only be implied from the reasons given by the interviewers.

In view of the reports that over two-fifths of the youth stayed in St. Louis 6 months or more, it is surprising to note in Table 9 that 75 percent did not respond to a call to come in after the first interview.[3] This, of course, was a matter of choice on the part of the in-migrant. But the fact that such a large percentage failed to return implies a lack of understanding on the part of the youth as to what was expected of him or that a decision was made to seek other means of job placement. If this is a fault, it is doubtless as much one of lack of local community preparation of the youth and their understanding and concern as it is of the procedures employed by the employment service, if not more so.

1/ Note in Table 2 that only 2 percent had job identifications (1 percent experienced) in the professional and technical areas.

2/ H. E. Linzee, *op. cit.*, personal correspondence. "The normal applicant registration process included a 20-30 minute interview with an employment service technician; job interest, job ability, and the local labor market were discussed at this time. Often, the applicant was then sent to a placement technician for immediate job referral consideration. Either of these technicians were qualified to advise the youth on the correct way to pursue his own independent job-seeking program. The 1-hour counseling interviews were usually limited to youths who needed guidance in making a proper vocational choice. Counseling interviews generally required an appointment for a later date; even though so scheduled, the in-migrant youths usually failed to keep their appointments."

3/ H. E. Linzee, *op. cit.*, personal correspondence. "This has reference to the practice of calling a youth into the office just before job referral. The technician could then check proper dress and appearance, review transportation directions, and the job duties in greater detail. Most importantly, it provided an opportunity to build up confidence just prior to the employer interview. At the same time, many of the youth applications contained the interview comment, 'O.K. to refer by phone,' indicating this special assistance was not necessary prior to referral."

Table 9. Length of Time in City, Number of Times Called in, and Number of Interviews of Migrants Seeking Jobs in St. Louis, 1963

Time in city	Number (N = 3,558)	Percent
Less than six months	1,995	54
Six to twelve months	660	19
One to two years	372	11
Two to three years	240	7
Three years or more	230	7
No data	61	2
Number of times called in		
None	2,675	75
One	683	19
Two	134	4
Three or more	66	2
Number of interviews		
None	3,235	91
One	280	8
Two or more	43	1

The situation is even more exasperating with respect to records of the number who came in for interviews (see footnote 3, page 7)--only 9 percent (Table 9), of which only 1 percent came in for 2 or more interviews. It would appear that something happened to these youth; they did not come back, and for the most part did not leave a forwarding address so that they could be reached.

Number of times referred, record of last placement, and number of times placed in a job. Less than a fourth of the in-migrant youth applicants received at least 1 job referral[1/] (Table 10). One difficulty, apparently, was that no data on the last job placement were available for 87 percent of the applicants. This is not surprising in view of the fact that most of the youth probably had not previously been placed by an employment agency (see Table 2 for the percentage reporting job inexperience). Those having a record (14 percent) were all in the clerical, sales, service, skilled, semiskilled, and unskilled areas.

For 85 percent of the applicants, the actual percentage of number of times placed was "none"; 14 percent were placed once; and 1 percent twice or three times (which may mean once a youth is placed he or she is likely to stay with the job).

1/ H. E. Linzee, *op. cit.*, personal correspondence. "This is somewhat below the overall youth-applicant average, but these youth were extremely mobile, and often could not be contacted at a later date. Many of these referrals were, therefore, made on the initial day of application." This low percentage, it may be observed, could be due to the lack of training or experience needed for jobs open by employers, many of whom have no place for those with educational qualifications below high school.

"A number of considerations are involved in the evaluation (of the number of times placed): most immediately the poor chance of contacting these youth a week or two after their initial registration; then an employer preference for local youth--it is difficult to check in-migrants' references. The quality of their educational system is often unknown. In-migrant youth have often not established a good employee record, particularly those from out-state Missouri or nearby Illinois. Many return to their homes on weekends; they do not want overtime or weekend work. Most frequently, employers stated the in-migrant youth employee does not resign, he simply fails to report for work on Monday morning."[1/]

Table 10. Number of Times Migrants Were Referred, Record of Last Job Placement, and Number of Times Placed: Youth Who Migrated to St. Louis Seeking Jobs, 1963

Number of times referred	Number (N = 3,558)	Percent
None	2,438	68
One	835	24
Two	191	5
Three	61	2
Four or more	33	1
Job code		
No data	3,092	87
Professional, technical, man.	10	Less than 1
Clerical, sales	173	5
Service	52	2
Skilled and semiskilled	142	4
Unskilled	89	3
Number of times placed		
None (2 blanks)	3,041	85
Once	496	14
Twice or three times	21	1

Significant associations[2/] between sex, age, and job classification and other variables. The variables related (1) to sex: (Table 11) time spent in the city and stated interest; (2) to age: education, type of course, time spent in the city, distance migrated, stated interest; and (3) to job classification: age, education, type of course, sex, time spent in the city, distance migrated, and stated interest.

1/ H. E. Linzee, *op. cit.*, personal correspondence.

2/ As determined by chi-square computations. The word "associations" is used here following Hagood and Price, Statistics for Sociologists, New York: Holt, 1952, p. 365 ff. See appendix for details.

What do these associations mean? Specifically, males would be more likely to remain longer in the city seeking jobs than females. Also, males would find better jobs open to them than females. Likewise, the older youth would be more likely to be more advanced in school, have more general training, spend more time in the city, migrate farther, and have higher job interests.

Table 11. Significant Associations Between Sex, Age, and Job Classification, and Other Variables; 3,558 Migrants From Outside a 50-Mile Radius From St. Louis, Missouri

Variable: sex	Chi-square	Degrees of freedom	Level of significance
Time in city	54.5	4	.001
Stated interest	1,011.5	3	.001
Variable: age			
Education	170.7	8	.001
Type of course	37.8	8	.001
Time in city	97.14	8	.001
Distance migrated	75.7	6	.001
Stated interest	18.8	6	.001
Variable: job classification			
Age	75.5	10	.001
Education	981.03	20	.001
Type of course	665.2	20	.001
Sex	1,001.8	5	.001
Time in city	610.6	20	.001
Distance migrated	228.4	15	.001
Stated interest	4,383.4	15	.001

Significant associations[1/] between education, type of high school course taken by job seekers, and other variables. Education and type of course (see Table 12; also 4 and 5) were associated: the better educated (more advanced in school) were those taking courses fitting them for college work or higher-ranking jobs.

Associated also with education were sex, time in city, distance migrated, and stated interest (Table 12)--all at a significance level of .01 or .001. Related to the type of course were sex, time in city, and stated interest.

This can be taken to imply that those most advanced in school are likely to be those having taken the general rather than the vocational course in high school, those migrating the greatest distances, those having spent the most time in the city (the males), and those (when applying) who showed the most interest in the higher-ranking jobs.

1/ See Taves, *et al., op. cit.*, for similar findings, that migration is utilized as a vehicle to vocational achievement and financial success.

Table 12. Significant Associations Between Education and Type of High School Course Taken and Other Variables: 488 Migrants From Outside a 50-Mile Radius From St. Louis, Missouri[a]

Variable: education	Chi-square	Degrees of freedom	Level of significance
Sex	90.8	4	.001
Distance migrated	44.2	12	.001
Stated interest	678.5	12	.001
Type of course	1,053.0	16	.001
Time in city	97.1	16	.001
Variable: type of high school course taken			
Sex	693.4	4	.001
Time in city	66.5	12	.001
Stated interest	554.6	12	.001
Variable: time in city			
Distance migrated	49.2	12	.001
Stated interest	32.1	12	.01
Variable: distance migrated			
Stated interest	111.5	9	.001

a/ The analysis of the additional 488 migrants was used to make results available on data relative to their situation that was not available on the larger sample.

There seem to be some inconsistencies in these relationships. But it may be observed that the majority of the migrating youth were males; they were doubtless influenced by their school and community circumstances to major in the academic and general rather than the vocational and business courses, since it was expected that they would go to college; and that when they applied, they would indicate an interest in the jobs in which they were most likely to get work. The fact that the variables of "distance migrated" and "time in city" were related seems logical, as does the fact that those who migrated the farthest and stayed the longest in the city were the older youth (the males)--obviously the ones showing the most interest in higher-ranking jobs.

School advancement, general course work, more advanced age, more time spent in the city, and interest in higher-ranking jobs requiring human relations skills are all factors that need to be considered when youth migrate to the city seeking jobs. These are the concerns that are most likely to be of help to youth in finding jobs in the city. Youth who seek jobs in cities shortly after high school graduation and who lack human relations as well as business or vocational skills must exhibit other abilities that will help them make the expected adaptations.

PART II RESULTS

The data secured through the restudy (made from 488 cards selected by random sample) provided additional information on the following items that seems to be worth reporting:[1/]

Persons or agency directing youth to the employment service.
Claim for unemployment insurance.
Occupation-code classification.
Employment-service activity.
Type of job desired.
Extent of contact for referral.
Reaction to referral notice.
Success in finding a job.

Occupational-code job classification. The data reported in Table 13 indicate the success with which the project personnel were able to classify the youth in the special tabulation. The highest percent (25) could be classified in the skilled, semiskilled, and unskilled areas; 12 percent in agriculture, marine, forestry, clerical, and sales; and only 6 percent in professional, technical, and managerial. Almost half could not be classified at all. This signifies that the youth, themselves, for the most part, did not know what specific job type they wanted or were prepared to enter, indicating a lack of counseling and guidance before they came to the city seeking jobs.

Table 13. Occupational Code Classification of and Claim Made by 488 Migrants Seeking Jobs in St. Louis, Missouri, 1963

Occupational class	Number (N = 488)	Percent
Professional, technical, managerial	30	6
Clerical and sales	16	3
Agriculture, marine, forestry	42	9
Skilled	33	7
Semiskilled	49	10
Unskilled	38	8
No data	280	57

Was claim made?	Number (N = 488)	Percent
Yes (a claim)	95	20
No	393	80

Table 13 also shows that only one-fifth of the youth made a claim for unemployment insurance; four-fifths either had not had enough employment to qualify or did not know if they were eligible. Linzee states[2/] "The 20 percent in-migrant youth

1/ See footnote a, Table 12.
2/ H. E. Linzee, *op. cit.*, personal correspondence.

insurance claim status was approximately the same as that for all youth applicants. These 16- to 21-year-old youth were, in many instances, just beginning their work career, others had not worked long enough to establish the necessary quarters of coverage for eligibility."

Activity relative to registering for a job. As a whole, these 488 young people did have some help in finding their way to the employment office; 82 percent reported that their friends or relatives (7 percent their parents) helped to direct them to the agency. Almost as many were directed to the service by the mass media--radio, TV, or the press--as was the case with parents, and a few employers (2 percent) referred youth to the employment service. But the data on schools were conspicuous for their absence, indicating that youth do not really look to schools for help in directing them to city employment services. (See Table 14.)

Forty percent indicated no employment service activity on their application cards. According to Linzee, this is "not a surprising percentage for in-migrant youth applicants. They registered, no immediate job referral was available, and they made no effort to contact us during the immediately following two months. At this time, an effort was made to contact the applicant, but if not successful, his card was transferred to the inactive file."[1/]

Also, Table 14 shows that practically all applicants (98 percent) were looking for permanent employment. This would seem to be a challenge to any governmental agency and the employers of a city community needing workers to find them permanent jobs. In view of the fact that an alarmingly high percentage of the in-migrants cannot find jobs in the city and choose rather to go on public assistance, such a challenge should concern the leaders of the city community.

Table 14. Persons or Agency Directing and Activity Shown and Type of Work Desired on Part of Migrants Seeking Jobs in St. Louis Through the Missouri State Employment Service, 1963

Directed to MSES by	Number[a/] (N = 488)	Percent[a/]
Relatives or friends	216	82
Parents	18	7
Press, radio, or TV	13	5
Employer	6	2
Schools	1	Less than 1
No data	234	3
Indication of activity	**Number (N = 488)**	**Percent**
Some	292	60
None	196	40
Type of job	**Number (N = 488)**	**Percent**
Permanent	482	98
Part-time	3	1
Temporary	3	1

[a/] There were 234 blanks; percentages are based on 254 records.

1/ H. E. Linzee, *op. cit.*, personal correspondence.

Extent of referral and activity to find jobs. Contrary to the data on the larger sample, Table 15 shows that 93 percent of the 488 youth were reached for referral, but the response was not encouraging. Evidently, 91 percent did not respond and 2 percent were not interested. Yet, it was reported that 73 percent did not find a job.

The Demonstration Project intended to encourage youth to seek employment independently. Their experienced interviewers helped applicants evaluate their work abilities, explained the local labor market, suggested prospective employers, and instructed the youth on proper application procedures and interview conduct. It is quite apparent, however, that this was not enough. As many as 93 percent did not find a job on their own--only 7 percent on their own.

Table 15. Extent of Contact for Referral, Reaction to Notice for Referral, and Number Who Found Jobs on Their Own With 488 Youth Seeking Jobs in St. Louis, Missouri, 1963

Extent of contact	Number (N = 488)	Percent
Reached	454	93
Not reached	34	7
Nature of response	**Number (N = 488)**	**Percent**
Had another job	32	7
Not interested	11	2
No data	445	91
Success in finding a job	**Number (N = 488)**	**Percent**
Found job on own	33	7
Did not find job on own	455	93

Obviously, serious problems still remain in taking care of the constant flow of in-migrant youth seeking jobs in cities. For one thing, more preparatory work needs to be done in the home community with these youth before they go to the city to seek a job. They should expect to remain in the city long enough to carry through with the employment-service help that can be given. Careful follow-up work needs to be done to help these young in-migrants adjust to city work and life.

More important, however, are (1) the need for greater efforts to train the in-migrant youth for jobs in an increasingly complicated technological society and (2) to provide them with effective job counseling, in school and at home. To become a doctor or enter almost any profession takes up to the time a young man is 30 years old. The expectation of many youth 16 to 21 years of age that they will be employed in the city when they graduate from high school (or even before) is almost a forlorn one. Seemingly, very few do become employed, even with the help of a highly trained employment-service staff.

SUMMARY AND CONCLUSIONS

This study of in-migrant youth from 50 miles or more outside of the city of St. Louis seeking jobs in the city used data from the Youth Demonstration Project of the Missouri Employment Service. The data came from two samples, one of 3,558[1/] youth (selected from a larger sample of 16,928 youth comprising one-fourth of all migrants seeking jobs in the Employment Services from January to June in 1963)[2/] and the other 488 youth living 50 miles or more outside the city (taken from a special sample drawn from a sample of 1,077 for special study by the Research Division of the Employment Service).

The youth were about equally distributed between the ages of 18 to 21, with only a few 16 and 17 years of age. These young people from the non-metropolitan areas around the city of St. Louis reported they were seeking jobs--most of them in the clerical, sales, skilled, semiskilled, and unskilled areas. Few sought employment in the professions or in highly technical jobs. Sixty percent were inexperienced, even in the unskilled job area. The majority traveled from 100 to 300 miles to seek jobs; a third came from beyond 300 miles.

Two-thirds of the youth had finished high school, but less than 10 percent had gone beyond the 12th grade in school. The majority had taken a general or academic course in high school; less than 20 percent had taken work in commercial or vocational subjects, yet 80 percent were seeking jobs in which such training would have been useful.

Sixty percent of the in-migrants were males, and almost three-fourths of all were not married. But of those who were married, more than half had children and were, therefore, faced not only with the imperative of getting a job but also of finding a home.

The majority of the youth evidently came from areas with serious employment problems, in which facilities for education and training were probably below par. Many came, moreover, without test data to help interviewers in the Employment Service determine the jobs for which these youth might be best fitted; no test results were available for 83 percent of the migrants.

In the interviews, the young people were not only asked what they had been trained to do, but also what kinds of jobs they were looking for. Almost half stated they were seeking jobs in the clerical, sales, and service areas; more than two-fifths hoped to get jobs calling for manual work; few sought jobs in the highest-ranking job area.

The Employment Service encourages the youth to stay in the city long enough to provide time for effective placement, yet few of them did so. Only one-fourth stayed 1 or more years; two-fifths, 6 or more months. Even this much time should have been long enough to find good jobs with the help of the Employment Service; yet three-fourths failed to report back to the office after their first application, and less than 10 percent came back for interviews.

1/ Who came from 50 miles or more outside the city.

2/ Or about 11,270, on the average, per month, or over 3,600 per day: that is, the total number of youth coming to the Employment Service in the city seeking jobs.

In view of the preceding, it is not surprising that less than a fourth received job referrals and that no data on the last job placement was available for 87 percent of the youth. The few placements that did take place were almost wholly in the clerical, sales, service, skilled, and unskilled areas. Few were placed more than once; only 15 percent were placed once.

In seeking reasons for such a poor record of referral and reporting back, statistical tests of relationships between variables were made--using sex, job classification, education, time in the city, distance traveled, stated interest, course taken in high school, and other variables. Some of the results were:

1. Males were likely to remain in the city longer than females seeking jobs.

2. Males were more likely than females to find jobs open to them.

3. Older youth were more likely to be more advanced in school, and thus have better training, spend more time in the city, migrate farther, and have wider job interests.

Education and type of course were interrelated. Education was related to sex, time in the city, distance migrated, and stated interest. The same relations were found between type of course taken, time in the city, stated interest, and distance migrated.

From these findings, it would appear that it is a mistake for youth just finishing high school--especially the younger ones and the females--to migrate immediately to the city to seek jobs; most of them are likely to be frustrated in their objective. Rather, it would be better for the youth to remain in the community to get some job experience related to the kinds of jobs available in the city, or to get advanced training of the type demanded by these occupations.

The data from the 488 youth showed that more than in the larger sample were classed in the highest-ranking occupations, but almost half could not be classified at all. This probably means that these youth had no specific training in high school that would prepare them for the jobs likely to be open in the city.

Most of the youth in this sample had some help in finding their way to the Employment Service--82 percent from friends and relatives, only 7 percent from parents, and 5 percent from the mass media. No help in this regard came from the schools.

Practically all of the youth were seeking permanent employment, but only 9 percent responded to calls to report back after their first interview. Seven percent reported they had found jobs on their own.

IMPLICATIONS

Serious questions arise with respect to the wisdom of youth in the 16 to 21 age bracket migrating shortly after graduating from high school from non-metropolitan to metropolitan areas to seek jobs. No doubt the pressure is on many of them to migrate as they finish high school, since the job situation in their home communities is evidently very tight. The data presented indicate that most of them are poorly prepared, even to make intelligent use of the Employment Service. They are misguided in being urged to migrate before they know more about the job situation

in the city; they do not have the kind of information about their own abilities, interests, and qualifications that can help the interviewers in the Employment Service give them intelligent guidance; and for one reason or another 9 in 10 do not come back after the first contact (the application), failing to leave an address at which they can be reached.

Further information is needed about what these youth experience in going to the city. All of them evidently need better counseling and guidance before they make their first trip to the city, even if it is limited only to how best to use the Employment Service. They should not be set adrift in the city, seeking jobs and homes with little or no information about the city and the nature of its job needs and housing situation. Rather, they should be led to make much better use of the professional services at home and in the city in seeking jobs, rather than relying so much (as they seem to do) on friends and relatives. This implies that the school system--as the most available source of professional service--should take more seriously the formation of an effective system for guidance and counseling, including up-to-date information about employment and living conditions in the cities.

APPENDIX

Implied Associations as Shown in Table 11[1/]

1. The association between sex and times in the city: males stayed longer than females.

2. The association between sex and stated interest: more males sought jobs in the more advanced job area.

3. The association between age and education: the older youth had the more advanced education (as measured by years in school).

4. The association between age and type of course taken: the older youth had a more general education.

5. The association between age and time spent in the city: the older youth spent a longer time in the city.

6. The association between age and distance migrated: the older youth migrated the longest distances.

7. The association between age and stated interest: the older youth preferred jobs in the upper range of occupations.

8. The association between age and job classification: the older youth were classified in the higher range of job classification.

9. The association between job classification and type of course taken in high school: those classified in the higher ranges of jobs took the general course in high school.

10. The association between job classification and sex: those in the higher job classifications were largely males.

11. The association between job classification and time spent in the city: those in the higher classification of jobs spent more time in the city.

12. The association between job classification and stated interest: those classified in the higher ranges of jobs were those looking for jobs in the higher ranks.

Implied Associations as Shown in Table 12[1/]

1. An association between education and sex: males were more advanced in school than females.

2. An association between education and distance migrated: those more advanced in school migrated the longest distances.

1/ These associations were implied from the fact that there were X^2 differences at the .01 and .001 levels, a C ranging from .04 to .75, and a T ranging from .24 to .75.

3. An association between education and stated interest: those more advanced in school were more interested in the higher-ranking jobs.

4. An association between education and the type of course taken in high school: those more advanced in school were those having taken the general course.

5. An association between education and time in city: those more advanced in school were those spending more time in the city.

6. An association between the type of course taken in high school and sex: those having taken the general course in high school were largely males.

7. An association between the type of course taken in high school and the time spent in the city: those having taken the general course were those who spent more time in the city.

8. An association between the type of course taken in high school and stated interest: those having taken the general course in high school were more interested in the higher-ranking jobs.

9. An association between time spent in the city and distance migrated: those spending more time in the city had migrated the longest distances.

10. An association between time spent in the city and stated interest: those spending more time in the city had an interest in the higher-ranking jobs.

11. An association between distance migrated and stated interest: those having come the longest distances were interested in the higher-ranking jobs.